WORK-RELATED DAYCARE

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DAY CARE:

AN ANNOTATED BIBLIOGRAPHY

BACKGROUND PAPER

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WORK-RELATED DAY CARE:

AN ANNOTATED BIBLIOGRAPHY

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PREFACE

As work-related day care has been recognized as one viable option in alleviating the shortage of day care spaces, many groups including employees, employers and unions are becoming increasingly interested in work-related day care programs. One of the purposes of this bibliography is to accommodate these interested groups, and enhance their efforts as work-related day care advocates. An up-to-date bibliography of this kind will also be of use to persons currently involved in the field of work-related day care, and to those who wish to expand their resources on the subject.

The authors and editors of the material listed in this bibliography include day care advocates and information services, employers sponsoring work-related day care, as well as municipal, provincial and federal level government departments.

INTRODUCTION AND ACKNOWLEDGEMENTS

This bibliography was compiled during the authors' summer employment with the Social Planning Council of Metropolitan Toronto and the Work-Related Day Care Resource Group. The information was gathered by library research and by consultation with experts in the work-related day care field. Library research consisted of reference to pertinent bibliographies and micro-film catalogues at public reference libraries, university libraries and provincial government libraries.

Work-related day care in Canada is an expanding field. In reviewing the literature of a relatively new field, it is possible that articles which may be pertinent to the subject under review have been overlooked. A listing of this kind cannot provide an exhaustive review of the literature, for continued revision is needed as the field expands.

We would like to thank Employment and Immigration Canada for financial support for this project; Nathan Gilbert, the program sponsor; Laura C. Johnson, Sue Griggs and Martha Friendly for their guidance and advice; Barbara Woolley for her resourcefulness as research secretary; the Social Planning Council of Metropolitan Toronto for providing the facilities needed to accomplish our task; and the Ontario Ministry of Community and Social Services for assisting in providing funds to publish the bibliography.

BOOKS AND PAPERS

Auerbach, S., "Child Care Alternatives", in Confronting the Child Care Crisis, Beacon Press, Boston, 1979, ch. 7, pp. 66-77.

The author discusses some of the costs involved in the operation of a day care centre; capital investments and fixed operating costs. Chapter 7 describes the approaches by industry to the day care issue, along with the efforts of several other sectors of the community.

Baden, C. and Friedman, D. (eds),"New Management Initiatives for Working Parents," Reports from an April 1981 Conference, Office of Continuing Education, Wheelock College, Boston, Mass.

This report brings together work and family life issues including work-related day care from parent, community and management perspectives. The report discusses financial assistance, program options and alternatives, information and referral services, work scheduling, benefit packages, union views, and tax considerations for work-related day care.

Burud, S.,"The Centre Model,"Child Care Information Services, Pasadena, California, March 1980, 11 pp.

This paper presents several key issues of work-related day care including its management, the components of a day care program, and the selection of an appropriate workplace model. The author discusses the benefits for the employer, tax consequences, potential problems associated with work-related day care, as well as licensing, staffing, supervision, and the Centre's relationship to the sponsoring agency. A step-by-step guide on how to initiate a work-related centre is also provided.

Burud, S., "The Effect of Child Care on Business", National Employer-Supported Child Care Project formerly Creative Partnerships for Child Care , Pasadena, California, May 28, 1982.

This paper studies the widening gap between the need for day care services and the availability of such services, as well as the effect of the shortage of day care on both working parents and concerned employers. Realizing that business improves when employees are assisted in solving their child care problems, companies are getting involved

in the day care issue in various ways. Alternatives open to companies include introduction of flexible work schedules for employees or assisting in the provision of day care either by establishing a centre within their own company or with other companies, or by supporting existing day care programs. Benefits which have been identified by employers derived from investing in day care are described.

Bureau of Municipal Research, "Civic Affairs: Work-Related Day Care, Helping to Close the Gap", Bureau of Municipal Research, Toronto, Ontario, 1981, 49 pp.

This review examines day care developments in Canada concentrating on the legislation and policies of the province of Ontario. The pamphlet provides background information on work-related day care, discusses union and management issues and provides examples and models of existing work-related day care programs.

Commerce Clearing House, "Tax Incentives for Employer-Sponsored Day Care Programs", Tax Angles and Tax Savings Series, Commerce Clearing House Publication, Chicago, Ill., November 1980, 21 pp.

This booklet examines the subject of employer-sponsored day care programs from two viewpoints; one, the various types of employer-sponsored day care programs, and two, a comparison of the tax benefits of each of the different forms of employer-sponsored day care. This source also deals with employee tax and benefit package considerations. The tax analysis presented in this article refers specifically to tax legislation in the United States.

Corning Children's Centre, Corning Glass Works."The Corning Story: Solving the Puzzle of Industry-Sponsored Day Care."Corning Children's Centre, P.O. Box 11, Corning, New York, 14830, 1981, 14 pp.

This publication outlines the route taken by the Corning Glass Works Company in New York in establishing their day care centre. It discusses such topics as identifying the need for day care, staffing, and program philosophy.

Freedman, B.J., "Workplace Day Care", in Good Day Care: Fighting For It, Getting It, Keeping It, K. Ross (ed), The Women's Press, Toronto, Ontario, 1978, pp. 97-102.

> This article explores the value of workplace day care within the context of the operation of a business enterprise and its effect on mother and child. Day care in the workplace is offered as an attraction to increase productivity, decrease turnover rates, and reduce absenteeism. The institutional nature of the work environment and the possibility of its negative impact on the children's socialization is discussed. Long- and short-term goals are discussed in relation to alleviating the fundamental problem of female vulnerability in the workforce due to the responsibility of childrearing.

Friedman, D.E., "Child Care in the '80's - Reaching Out to Business and Labor", Child Care Information Exchange, 70 Oakley Rd., Belmont, Mass., 02178, Part 1, Sept. 1980; Part 2, Nov. 1980.

> The first article outlines historical developments and describes various ways in which businesses are helping to provide child care for their employees. The second outlines options for business involvement, the role of unions, current American tax incentives, and strategies for gaining support from businesses.

Friedman, D.E.,"Creating a Role for Employers in Supporting Working Parents," Carnegie Corporation (437 Madison Ave., 18th fl., New York, N.Y.), October 1982, 150 pp.

> This report describes the kinds of role local communities can play in promoting and supporting work-related day care. Incentives provided by social and voluntary agencies are discussed.

Friedman, D.E., "Designing a Feasibility Study: A Starting Point for Considering New Management Initiatives for Working Parents", a paper prepared for a Conference, New Management Initiatives for Working Parents, Office of Continuing Education, Wheelock College, 200 The Riverway, Boston, Mass., 02215, April 1981, 9 pp.

> The author states that the objective of a firm or industry interested in work-related day care is to formulate a cost-efficient and appropriate management initiative that reduces family/work conflict while increasing productivity. The author outlines four steps to follow in order to best achieve that objective.

Friedman, D.E., Employers and Childcare: "Strategies for Corporate Involvement in New York",Centre for Public Advocacy Research, 12 West 37th Street, New York, N.Y., 10018 January 1983.

This report discusses the kinds of incentives various levels of government can provide to encourage work-related day care. Specific examples of government involvement across North America are included.

Friedman, D.E.,"Community Solutions for Child Care,"United States Department of Labour, Office of the Secretary, Women's Bureau, Washington, D.C., August 1979.

This booklet details a number of issues relating to day care in the United States. The report emphasizes the need for a community solution to the day care issue and outlines considerations regarding shared funding programs, shared sources, shared management, and cooperative involvement in day care. The report also comments on the roles of the media and national advocacy organizations regarding work-related day care.

Friendly, M. and Johnson, L.C.,"Perspectives on Work-Related Day Care."Child in the City Report #11, Centre for Urban and Community Studies and Child in the City, University of Toronto, April 1981, 24 pp.

This report examines work-related day care and its history, the models of work-related day care, such as on-site, off-site, and consortium models, and varying forms of support for work-related day care programs. The authors also discuss union participation, benefits to the employer and the parents, and other key issues of work-related day care.

Galinsky, E. and Hooks, W.H., "A Parent-Operated, Work-Based Center", in The New Extended Family - Day Care That Works, Houghton Mifflin Co., Boson, Mass., 1977, pp. 111-127.

This comprehensive article examines the Preschool Development Program at the National Institutes of Health (NIH) in Bethesda, Maryland. In assessing this day care center's program, it is apparent that the employees/parents are largely responsible for its success. The center is run by Parents of Preschoolers, Inc., a non-profit, tax-exempt corporation through which parents offer a certain number of hours of volunteer service to the center.

Glickman, B.M. and Springer, N.B., "Day Care Centres", in Who Cares for the Baby?: Choices in Child Care, Schocken Books, New York, N.Y., 1978, pp. 74-93.

This chapter describes the various types of day care centres that exist in the United States. The authors mention government-supported programs, industry-supported programs, cooperative centres, private run-for-profit centres, university-sponsored centres, YMCA centres, as well as centres for hospital and government employees. Many examples of existing day care facilities in the United States are provided as illustrations of each type of day care program.

Goad, M., "Business and Industry Involvement", in Every Parent's Guide to Day Care Centres. Books for Better Living, Chatsworth, CA., 1975, pp. 75-83.

This chapter focuses on how different sectors of the community can get involved in the day care issue. The efforts made by hospitals, colleges, universities, government, unions, and industry are discussed, and examples are provided illustrating the participation of these groups in the day care issue.

Governor's Advisory Committee on Child Development Programs,"Employer-Sponsored Child Care,"Health and Welfare Agency, 1600 Ninth St., Room 105, Sacramento, CA., 95814, 1980, 22 pp.

This introductory paper highlights employer-sponsored day care: its history, models and facilities. The paper also deals with issues of tax considerations, cost, quality of care, and staffing. A detailed appendix provides statistics related to employer-supported day care in the United States.

Governor's Advisory Committee on Child Development Programs,"Employer-Sponsored Child Care: Four Issue Papers."Health and Welfare Agency (1600 Ninth Street., Room 105, Sacramendo, CA., 95814), 1981, 76 pp.

This report is divided into four sections: 1) designing a successful work-related day care program; 2) economic incentives and tax considerations for both employer and employee; 3) parent choice and involvement, and 4) child health and child care, which deals with program models and recommendations. The material in this pamphlet refers to work-related day care issues in the United States.

Governor's Advisory Committee on Child Development Programs, Employer-Sponsored Child Care: Policy Discussions, Recommendations and Bibliography. Health and Welfare Agency, 1600 Ninth St., Room 105, Sacramendo, CA., 95814, 1981, 53 pp.

This booklet briefly outlines the need for day care, the types available, present funding services, and the goal of the Governor's Advisory Committee. The report presents the history of employer-sponsored day care, as well as current objectives in this field. Policy recommendations, funding innovations, tax incentives, licensing procedures, and other important work-related day care issues are discussed.

Haddad, C.,"Local Union Guide for Establishing Child Care Centres."Michigan State University: Leadership Training Project for Union Minorities/Women, East Lansing, Michigan, 1979, 11 pp.

This pamphlet is a guide for unions wishing to establish workplace day care facilities. The booklet discusses the need and response to day care in the workplace, necessary contract language for workplace day care centres, financing considerations, and guidelines for the actual establishment of a workplace day care centre. Also provided is a listing of sources for additional information and contacts regarding workplace day care.

"Company Day Nurseries: An IRR-RR Study", Industrial Relations Review and Report, 95: 2-6, January 1975.

This article considers the role of company day nurseries and the attitudes which employers, employees and unions express on the subject. It also examines the experience of companies operating day care nurseries (including reasons for their establishment, costs, operating strategies, and employers' evaluations) and includes a table with information on 25 company day nurseries.

Joe, H.L.T., "Financing the Service" and "Labour Management Perceptions and Attitudes", in Polemics on Day Care, Williams and Wallace, Toronto, 1981, chs. 5 and 7.

The author provides a general picture of day care in Canada. In the fifth chapter, he outlines some of the costs of day care facilities in Canada in comparison with other developed nations. The author also discusses industrial involvement in day care and the need for coordinated, community-based day care programs. In the seventh chapter, the author details the results of a questionnaire which was distributed to 200 firms and 200 unions and reveals many insights into issues regarding work-related day care.

"Workplace Nurseries". Labour Research, 69(8): 176-77, August 1980 L.R.D. Publications Ltd., 78 Blackfriars Road, London, England, SE1 8HF.

An outline of various existing and proposed centres in the public sector, civil service, group nurseries (sponsored by a consortium), and factory settings (including the 30-year-old nursery at John Bright and Brothers in Rochdale, now taken over by a joint local authority and parents' initiative).

McLaughlin, S.G., Feasibility of a Day Care Centre Servicing City Hall Employees, Library of the City of Toronto Planning and Development Department, City Hall, 19th Floor, East Tower, Toronto, Ontario, October 5, 1979, 13 pp.

This report deals with questions of utilization, employer support for workplace day care, financial implications, operating costs, and recommendations for proceeding with the proposed centre at Toronto's City Hall.

National Employer-Supported Child Care Project,"The Employer-Supported Child Care Program List."P.O. Box 40652, Pasadena, CA., October 1982.

A comprehensive inventory of employer-supported day care programs in the United States.

Ontario Coalition for Better Day Care,"Day Care Deadline 1990: Brief to the Government of the Province of Ontario on the Future of Daycare Services in Ontario."Ontario Federation of Labour, Don Mills, Ontario, 1982, 19 pp.

This report deals with a number of issues regarding day care such as the components of a day care system that meets the need of Ontario families and recommendations for provincial, federal, municipal and labour/management involvement. Work-related day care is briefly mentioned as one component of a system of day care services. The report also discusses the proceedings from public forums and outlines the organization and policy profiles of the Coalition's members.

Ontario Ministry of Labour, Women's Bureau, "Workplace Child Care: A Background Paper." 400 University Ave., 15th Floor, Toronto, Ontario, M7A 1T7, January 1981.

This paper examines existing information on workplace child care and provides a brief overview of the history of child care. The paper includes sections on workplace child care in Canada and in other countries. Guidelines for employers and unions interested in setting up day care centres as alternative day care programs are included.

National Employer-Supported Child Care Project," Child Care: The Business Tool."P.O. Box 4052, Pasadena, CA., January 1983.

A manual directed at employers including a "how to" section.

Welfare Research Incorporated,"On-Site Day Care: The State of the Art and Models Development."112 State St., Albany, N.Y., 12207, February 1980, 83 pp.

This comprehensive report studies the development of on-site, work-related day care in the United States sponsored by industry, hospitals, federal and state agencies, the military, and colleges and universities. A cross-national review of on-site day care is also included. The report provides guidelines for employers who wish to conduct a feasibility study when considering an on-site day care program.

U.S. Department of Labor, Office of the Secretary, Women's Bureau,"Child Care Centers Sponsored by Employers and Labor Unions in the United States," prepared by Perry, K.S., Washington, D.C., 1980, 9 pp.

This report presents information from the findings of K.S. Perry's doctoral dissertation at the University of Wisconsin, Milwaukee, "Survey and Analysis of Employer-Sponsored Day Care in the United States". The report examines the various environments which support the development of workplace day care centres, the characteristics of sponsoring organizations and their employees, and the benefits of work-related day care to the employers and employees.

U.S. Department of Labor, Office of the Secretary, Women's Bureau,"Employers and Child Care: Establishing Services Through the Workplace," prepared by Perry, K.S. and Moore, G.T., Washington, D.C., 1981, 97 pp.

This guide to employers, union leaders, and employee groups includes information about employer-related child care services and guidelines for planning child care services. It discusses such topics as setting up a task force, needs assessment, cost analysis, funding sources, program components, and program evaluation.

Wells National Services Corporation," Child Care Services Provided by Hospitals " (an update of a study by the U.S. Department of Labor published in 1970), Pan Am Building, New York City, N.Y., 10017, May 1976.

This study analyses the major portion of information gathered in a 1970 survey of U.S. hospitals that provide

child care services and discusses the advantages and disadvantages of operating hospital-based centres. Almost all hospitals involved treat child care services as an employee benefit and therefore subsidize centres to varying degrees.

ARTICLES IN JOURNALS AND NEWSPAPERS

"A Boost for Day Care", The New York Times, Dec. 19, 1981.

This article revolves around New York State's support of workplace day care. A labour-management committee, the State, and its Office of Employee Relations will establish day care centres for children of parents who work at New York State facilities. The remainder of the article outlines the proposed organization and programs for the centres.

Acheson, S., "For Many Women, No Day Care Means No Job", Steelabour, United Steel Workers of America, Dec. 1980, Vol. XLV, No. 12, pp. 6-7.

This article notes the difficulties working parents have in finding adequate day care arrangements. The author supports the view that concerned trade unionists must begin to demand new day care approaches through collective bargaining and in the political arena.

"A Low Cost Day Care Scheme for Children", Personnel Management, Business Publications Ltd., London, England, July 1979, Vol. 11, No. 7, p. 13.

The importance of union participation in the day care issue in England is the major focus of this article. Many established day nurseries in England are threatened by closure due to budget cuts in public expenditures and management's view of day care as a declining priority. The article stresses the importance of union involvement and support at every stage of planning, setting up and running a day nursery. The Civil Service Department has applied pressure on the British Government to establish day care facilities for department employees.

Brown, L., "Child Care a Labour Issue", The Toronto Star, Mar. 3, 1980, p. C2.

Due to the difficulties working women face in locating suitable day care arrangements, the author believes that unions should collectively bargain for 24-hour day care services. The author also supports political lobbying on the part of unions for better day care. Examples of union participation in work-related day care in the United States are provided.

Canon, B., "Child Care Where You Work", Ms., April 1978, pp. 83-86.

This article describes the successful Kaiser child service facilities and their industrial setting during World War II in Portland, Oregon. Applicable to today's company child care needs are the Kaiser attributes of providing educational children's development, flexibility regarding the needs of parent and company, and professionalism in running the child care service. Various American ventures into the child care realm sre discussed, including the Stride Rite Corp., Northside Child Development Center, and the Amalgamated Clothing and Textile Worker's Union.

Carr, S., "What Unions Have to Do", The Civil Service Review, Public Service Alliance of Canada, Ottawa, March 1976, pp. 44-46.

The author outlines general concepts regarding equal work for women, equal pay, and the overall work status of women. The author argues that the role of the union should be expanded, particularly in these areas in an effort to better represent women workers and their rights. Unions should play a greater role in bargaining for extended maternity leaves, day care funding, and other related programs for female workers in order to improve the status of female workers.

"Child Care Grows as a Benefit", Business Week, Dec. 21, 1980, pp. 60-61.

This article provides statistics regarding the actual number of women in the American work force. It appears that companies are responding to the tax laws in the United States regarding child care deductions which encourage employers to provide day care programs. The various day care options open to employers are discussed, along with the start-up and operating expenditures of a work-related day care facility.

"Coalition Outlines Case for Universal Day Care", Ontario Labour, Ontario Federation of Labour, Nov./Dec. 1981, pp. 6-7.

This brief article outlines recommendations from an 18-member coalition, the Ontario Coalition for Better Day Care, organized by the Ontario Federation of Labour. The recommendations made are concerned with the availability and accessibility of day care, as well as the costs and hours of operation. Recommendations specifically regarding work-related day care are also mentioned.

Colley, S., "Day Care and the Trade Union Movement in Ontario", Resources for Feminist Research, Ontario Institute for Studies in Education, 252 Bloor Street W., Toronto, Ontario, M5S 1V4, July 1981, Vol. 10, No. 2, pp. 29-31.

During the Second World War day care services were a necessity so that women with children could contribute to the war effort. This article supports the view that there is a great need for day care services today and that the current supply is inadequate. The author calls for organized groups to become involved and publicly support the issue of day care in both private and public sectors.

Corner, V., "Babies and Business Don't Mix", The Toronto Star, Aug. 17, 1979, p. C1.

This article discusses several attempts to incorporate day care programs into work-related settings, as well as alternative methods of mixing day care and business. The case of the Hilda Roberts Day Care Centre in Toronto is examined as is the Manufacturer's Life Insurance Company's aid to a local day nursery. The Queen's Park system of providing a day care counsellor for provincial government employees is also discussed.

Cox, Y., "Bringing Up Baby: Business is Beginning to Realize it Pays to Ensure Good Day Care for Employees", Metropolitan Toronto Business Journal, Toronto, September 1981, Vol. 71, No. 7, pp. 64-69.

This article opens with a brief inventory of existing work-related day care facilities in Canada, as well as several examples from the United States. The author discusses the benefits of work-related day care to both employer and employee, the importance of feasibility and need studies, transportation considerations, legislation and taxation, as well as company and parent involvement.

"Day-and-Night Care Eases Families' Load", The Globe and Mail, Apr. 2, 1981, p. T1.

> This article discusses the Twenty-Four-Hour Child Care Co-operative Centre in Regina, the Loyal True Blue and Orange Home in Richmond Hill, and the New Life Children's Centre in Hamilton, as well as other proposed centres involved in extended hours care. The special problems of parents whose jobs involve shift-work are also discussed.

"Daycare and the Union Movement", Ontario Nurses Association Newsletter, April 1980, Vol. 7, No. 4.

> As day care is a social issue that affects the labour force, participants at the 1980 "Daycare and the Union Movement" conference support day care as an issue to be considered by labour groups.

"Day Care Approaches to Providing the Benefit", Employee Benefits Journal, International Foundation of Employee Benefit Plans, Brookfield, Wisconsin, March 1982, p. 22.

> Some companies in the United States have a long-standing policy of offering their employees child care assistance. Recent legislative changes may encourage more employers to do the same. This article describes successful corporate day care programs; namely, Stride Rite Children's Centre, Red Rope Program of Bristol, Pennsylvania, Abt Children's Village, and the network of day care centres serving New York City's employees.

"Day Care at Work Makes a Comeback", Nation's Business, Chamber of Commerce of the United States, Washington, D.C., July 1980, Vol. 68, No. 7, p. 20.

> Employee benefits may soon include day care for the children of working parents. Although day care sponsored by corporations suffered in the past due to high costs and employee's lack of interest, it is making a comeback in the United States. Laboratories and assembly plants faced with acute shortages of skilled workers find that offering day care can help to recruit and retain working parents.

"Day Care Centre to be a City First", Edmonton Journal, Neighbourhood Journal Section, Jan. 12, 1979.

This article explores the issue of a workplace location versus a community location for a day care centre. It also discusses the scheduled opening of the First Phase Children's Centre, located in the Sun Life Building in the Edmonton city core.

"Employer-Related Child Care - An Issue for the '80's", The Children's Advocate, Berkeley Children's Services (1017 California Avenue, Berkeley, CA.), Mar./Apr. 1980, p. 4.

This article emphasizes that work-related day care is a key issue in the 1980's. It discusses the history of work-related day care and examples of existing centres in the United States. Also discussed are the efforts of child care advocates on work-related day care, the difficult economic climate and its effect on workplace day care, and reasons why workplace day care centres fail. The remainder of the article outlines the expansion of some work-related day care facilities in the Santa Clara Valley of Southern California in an effort to recruit workers.

"Employer-Supported Child Care", Child Care Resource Center Newsletter, 187 Hampshire Street, Cambridge, Mass., 02139, Part I Nov. 1980, Part II Dec. 1980.

Both articles are based on an October, 1980 Massachusetts Association of Day Care Agencies conference workshop on employer-supported child care. The first part focuses on three local work-site child care centers: the Stride Rite Children's Center, the Government Center Child Care Center, and the Wang Laboratory Center. The second article outlines models that are alternatives to worksite centers. These include consortiums, vouchers, flexible benefit plans and child care information and referral services. Other participants in the conference suggest ways in which child care providers can involve employers in their community efforts.

Estes, Jane., "Child Care Problem for Working Mothers", Star-News, Pasadena, California, Feb. 22, 1981.

The author describes some of the problems parents have encountered in finding proper day care facilities. The work-related day care efforts of Creative Partnerships

for Child Care, a division of the Child Care Information Servides in California, are outlined. The article discusses employer benefits, as well as costs and programs of work-related day care. Existing workplace centres are mentioned as examples of employer-sponsored day care.

Farber, H.B., "Hospital -Sponsored Child Care Helps Recruit Nurses", World of Work Report, Work in America Institute, Inc., New York, N.Y., Feb. 1982, Vol. 7, No. 2.

This article revolves essentially around day care facilities in hospitals and how they can be a helpful recruiting tool. The author uses three U.S. hospitals as illustrations: a Veterans' Administration hospital in North Chicago, French Hosiptal in San Francisco, and Mountainside Hospital in Montclair, New Jersey. The author describes the programs at each of these hospitals and how job retention and recruitment among nursing and other hospital staff was improved.

Foster, B., "Hospital Child Care Center Yields High Dividends", Hospitals, Journal of the American Hospital Association, Aug. 16, 1978, Vol. 52.

In an effort to reduce staff turnover and to improve employee morale, the Memorial Medical Center in Corpus Christi, Texas, established an around-the-clock, hospital-based child care center. The article outlines how the center came into existence and describes its first few months of operation, as well as the medical center's involvement in the program.

Friedman, D.E., "Employers and Child Care Update - A Solution in Search of a Problem", Child Care Information Exchange, July/Aug. 1981.

This article analyses a number of topics regarding employer-supported day care such as the various types of employer involvement, financing a work-related day care facility and how the present day care system simply does not meet the need in the United States.

Gallese, L.R., "Moms and Pops Break as Employers Sponsor Day Care", The Wall Street Journal, May 9, 1980, p. 17.

In this article the author outlines the re-emergence of work-related day care in the United States. As an illustration, the author cites the efforts of Wang Laboratories, an international computer company, and its work-related day care program. The article also discusses general costs and programs of other employer-supported day care services.

Gillis, P., "Day Care on the Job - Companies that Care: Company Assisted Child Care Can Help You Work Better", Parent's Magazine, Oct. 1980, pp. 23-32.

The author provides many examples of on-site and off-site child care facilities as an option to solving the day care shortage problem. The article also outlines other forms of support for workplace day care, countering anti-day care arguments, the variety of options in work-related day care, tips on approaching an employer regarding work-related day care, and union involvement. The author also outlines the steps necessary to create a new work-related day care facility.

"Hamilton Centre Day Care Model for Ontario", Ontario Labour, Ontario Federation of Labour, Don Mills, Ontario, May/June 1981, pp. 6-7.

The program at Hamilton's A New Life Day Care Centre is the focus of this article. The centre is a privately-funded, non-profit organization that offers continuous care on a 24-hour basis. Also outlined in the article are the Centre's financial arrangements, parent fees and parent participation, and the community outreach programs at the Centre.

Herzog, C., "Company Daycare Can Pay Dividends", Financial Post, July 25, 1981, p. 20.

This article outlines some of the tax issues explored by York University tax law professor Neil Brooks at a May 1981 conference on work-related day care sponsored by the Social Planning Council of Metropolitan Toronto and The Child in the City Program, University of Toronto.

Herzog, C., "Day-Care Issues Fast Become Management's", The Financial Post, Toronto, Ontario, Jan. 31, 1981, p. 4.

This article discusses various methods of encouraging and stimulating employers to become involved in the

day care field, as suggested in the Women's Bureau of the Ontario Ministry of Labour's study "Workplace Child Care". Other options, besides on-site centres, are outlined: consortium with other firm(s), a voucher system, an information and referral counsellor. Also discussed are the Manulife, Toronto City Hall, and St. Ann Nackawic Pulp and Paper Co. day care solutions.

Hynes, M., "Demand Grows for Office Child Care", The Globe and Mail, June 24, 1982.

This article is a brief review of several existing day care programs in the Toronto area, emphasizing a growing interest in work-related day care. Several existing office day care programs are mentioned such as the Hester Howe Day Care Centre in Toronto's City Hall and Manufacturer's Life Insurance Company's day care arrangement with the Hilda Roberts Day Care Centre in Toronto.

Ingley, K., "Demand for Child Care Soars, Yet Companies Crawling Along", San Francisco Business Journal, Aug. 4, 1980, pp. 1,6-9.

More companies are taking a tentative look at day care programs for their employees as day care needs become acute. The article examines the possibility of providing child care assistance as an employee benefit and discusses the possibility of tax advantages for the employer in providing day care facilities. Steps on decision-making and program-planning are detailed, along with the many options available to companies setting up a day care program. Several American examples of employer involvement in day care programs are described in depth, with particular attention to start-up procedures, funding, and location.

Jamieson, L., "Kid Stuff: Day Care Sponsored by Employers is Proving to be an Incentive that Keeps Workers Productive and Loyal", Plant Management and Engineering, MacLean Hunter Business Publishing Co., Toronto, Dec. 1981, Vol. 40, No. 11, pp. 36,38,40.

The author introduces this article with a definition of work-related day care and how such a program can benefit manufacturers. The history of work-related dsy care is described and a listing of Canadian and American work-related day care centres sponsored by private sector industries is provided. Also discussed are the varying types of employer involvement in day care and possible funding arrangements. The Stride Rite Children's Centre in Boston is described in an

effort to illustrate the positive benefits of work-related day care can have on worker absenteeism, tardiness, recruiting, employer image and employee morale.

Jamieson, L., "Work-Related Day Care", P.A.T. Reporter, Personnel Association of Toronto, Part I in Vol. 27, No. 12, May 1981, pp. 1,3,8, and Part II in Vol. 27, No. 13, June 1981, pp. 1,2.

Part One of the article outlines attitudes towards work-related day care, its history, factors leading to its resurgence, pros and cons of workplace day care, and labour management issues. Part Two provides Canadian and American examples with references to financing, organizational difficulties and staffing considerations. In this portion of the article the author stresses the importance of management committment and outlines some tax considerations associated with work-related day care.

Jamieson, L., "Work-Related Day Care has Proven Benefits", Health Care, Aug./Sept., 1981, pp. 29-30,42.

The author outlines the variety of day care arrangements parents are forced to accept simply because they have little alternative. The article describes the Health Sciences Centre Day Nursery in Winnipeg, Manitoba, as one example of work-related day care. Also outlined in the article are the advantages that can be gained from work-related day care from the perspective of a union, an employer and a parent.

Kihss, P., "Corporate Aid is Sought in Light of Expected Day Care Cuts", The New York Times, Feb. 7, 1982, p. 60.

Corporations in New York City are being asked to help their employees with child day care in light of expected cuts in federal aid for publicly supported centres. The author also discusses the events of a conference sponsored by the Day Care Council of New York where 72 companies attended to share information on corporate involvement in work-related day care.

Knowles, J., "Child Care a Joint Effort", Star-News, Pasadena, Ca., May 30, 1981.

This article focuses on child care issues in the Pasadena, California area. The lack of adequate day care facilities has become a serious problem in this area, as the increasing

numbers of single-parent families has increased the need for day care. The author outlines the approach that business is taking with respect to day care options, and suggests how the Pasadena school system may be used to help resolve the day care problem.

Lange, L., "Daycare and the Union Movement", Canadian Dimension, Aug. 1980, Vol. 14, No. 8.

Based on the March 1980 Toronto conference on day care and the union movement sponsored by the Organized Working Women and the Humber College Centre for Labour Studies, this article notes several issues regarding government funding, profit-making day care, day care as a benefit from employers, private home day care, women workers, and day care workers.

Lewis, S., "Workplace Day Care Conflict Simmers", Now, Toronto, Ontario, June 10-16, 1982, Vol. 1, No. 39.

This article discusses a number of issues regarding workplace day care. Some specific topics examined are the debate at Queen's Park regarding the establishment of a day care centre and the Toronto Metro Council's position on work-related day care. The effect of depressed economic times on work-related day care and its acceptance by business is discussed.

List, W., "Women Getting Issues on Bargaining Table", The Globe and Mail, Dec. 15, 1980, p. 82.

This article discusses several of the issues involving women in the trade union movement, such as day care provisions, maternity leave, quality of worklife, equal pay for work of equal value, and protection against sexual harrassment. The union-sponsored and union-operated day care centres of the U.S. clothing and textile workers union are mentioned. These centres are partly financed by an employer contribution of one percent of the gross payroll.

Lowry, P., "Business Can Act as Catalyst in the Day Care Issue", Metropolitan Toronto Business Journal, Toronto, Sept. 1981, Vol. 71, No. 7, p. 68.

This article, a short commentary by the president of Control Data Corporation, stresses the importance of day care to business, and cites several examples from the U.S. supporting

the author's views. In the belief that business has an ability "to get things done", business could become the catalyst in expanding day care facilities for working parents.

Magid, R.Y., "Parents and Employers: New Partners in Child Care", Management Review, March 1981, Vol. 71, No. 3, pp. 38-44.

The author discusses different ways for employers and employees to share in a partnership to support quality child care, and uses certain work-related day care programs in the United States as illustrations. The article analyses the careful planning that should precede the choosing of a suitable program for employer support. The author focuses on the Fox Chase Medical Center in Philadelphia and some of the factors considered by the administration in analysing the need for a child care center. A list of potential cost factors in center operation is also included.

McCroskey, J., "Work and Families: What is the Employer's Responsibility", Personnel Journal, Jan. 1982, Vol. 61, No. 1, pp. 30-38.

The author cautions against the wholesale creation of work-related day care facilities for employees just because it seems to be a popular trend. Successful programs call for a conceptual framework that an employer can follow systematically and plan carefully. The paper outlines how this framework should be formulated including implementation of programs, evaluation of programs and the variety of benefit packages available to employer and employee. The article concludes with recommendations for creative child care programming.

Milkovich, G.T. and Gomez, L.R., "Day Care and Selected Employee Work Behaviours", Academy of Management Journal, Mar. 1976, Vol. 19, No. 1, pp. 111-115.

This report is based on a study conducted at the Northside Child Development Center (NCDC) in Minneapolis. The center, opened in 1971 and providing care for 120 children, was managed and subsidized by a consortium of employers. The data indicated that lower employee absenteeism and decreased turnover rates were related to enrolment of employee's children in the day care program. However, the results could not determine if there was a relationship to job performance.

Morgan, G., "Help for Employers Considering Child Care", Day Care and Early Education, Fall, 1981, pp. 7-9.

The author has designed this article in a three-step format as a guide for employers who wish to assess their day care needs. The first step details several ways that an employer can get involved with his employees' day care needs. The second step deals with decision-making and the related considerations, and the third step discusses the actual implementation of day care facilities on or near the worksite.

Murray, K.A., "Parents at Work: Who'll Mind the Children", San Francisco Business Journal, Oct. 1981, pp. 18-20.

The author discusses day care as an employee benefit and its evolution over the past two or three years. The changing composition of the workforce is outlined. Employer/employee benefits regarding work-related day care are discussed, along with different types of employer-supported day care. The author also discusses employer tax consequences and the liabilities that companies may need to assume in order to establish a work place centre in the United States.

"On-Job Day Care Began in Hospital", The Toronto Star, Aug. 17, 1979, p. C2.

This article reviews the favourable impact that the Riverdale Hospital Day Care Facility has elicited from the hospital staff. This program was the first on-the-job nursery to open in Ontario.

Parr, E., "Who Cares for the Children?", Chatelaine, Mar. 1982, Vol. 55, No. 3, pp. 51,72,74,76,80.

This article discusses the widespread need for high quality, affordable day care and outlines some of the types of day care currently available (i.e. commercial, workplace, public, and community-based). It also examines the need for more government involvement and various funding options which the Canadian federal government could utilize in order to make quality day care more accessible and affordable.

Popisil, V.C., "New Role for Industry in Day Care?", Industry Week, June 14, 1976, Vol. 189, No. 11, p. 47.

This paper provides valuable information on the start-up needs and processes of several work-related day care facilities in the United States. The author outlines management issues concerning day care financing, tax considerations and community participation in day care. The report concludes by advocating that the combined company-labour-community model is the most successful approach to work-related day care.

"Private Resources, Public Needs: The Example of Day Care", Newsletter of the Agora Foundation, Winter, 1981, Vol. 2, No. 1 (12 Sheppard St., 3rd Fl., Toronto, Ontario, M5H 3A1).

Workplace day care is discussed as an example of the way in which the private sector can make a significant contribution toward meeting public needs, while at the same time benefiting both itself and its employees. The enormous gap between the needs for day care and appropriate facilities and the lack of any massive government action provides an opportunity for the private sector to demonstrate its concern for society by supporting this service. Through careful analysis of a company's needs, the most suitable day care program can be selected from a variety of options.

Proett, P., "National Semiconductor Plugs into Child Care", Children's Rights News (693 Mission St., 5th Fl., San Francisco, CA., 94105), Fall 1980, Vol. 2, No. 3, pp. 25-26.

National Semiconductor, one of a number of computer technology firms in the Santa Clara Valley of California, set up a day care information and referral service for its employees. The article outlines the results of a company survey on day care needs and the problems associated with their present day care arrangements.

Rivera, A., "Union Day Care", Labour Unity, May 1978.

This article describes the success of the American Clothing and Textile Workers Union (ACTWU). Provided are relevant statistics outlining the number of children needing day care in the United States. Also discussed are the positive effects of work-related day care to worker productivity, job stability and recruiting in ACTWU plants in Baltimore, where 80% of the work force is female. The article also describes the program and facilities of ACTWU's first day care center.

Roth, R.W., "Amortization of Expenditures for Child Care Facilities", Taxes: The Tax Magazine, Feb. 1979, Vol. 57, No. 2, pp. 133-136.

> The author analyzes the proposed changes in the regulations of Section 188 of the Revenue Act in the United States. Section 188 covers the tax legislation dealing with day care. The article also outlines the consequences that will result from the amendments to Section 188 and includes some information that may be applicable to the Canadian experience.

Rowe, M.P., "When the Employer Faces Day Care Decisions: Cost-Benefit Analysis and Other Decision-Making Tools", Sloan Management Review, Spring 1973, Vol. 14, No. 3, pp. 1-10.

> This article discusses the application of cost-benefit analysis to day care and the difficulties associated with its application. Outlined in the article are many decisions needing consideration regarding the establishment of work-related day care facilities. Most of the issues dealt with in this article are examined from the viewpoing of the employers.

Sakuma, H. and Smith, F., "A Tale of Two Cities: Reno, Nevada/Sunnyvale, California," Children's Rights News (693 Mission St., 5th Fl., San Francisco, CA. 94105), Fall 1980, Vol. 2, No. 3, pp. 22-24.

> This article describes the efforts made by various members of the Sunnyvale, California community regarding day care facilities. The city is the location of high-technology firms that employ many women and, as a result, day care is a major issue in the community. The paper also describes the role of the Sunnyvale City Council in the provision of day care services.

Salpukas, A., "Minding the Kids: Frustrating for Companies", The New York Times, Sept. 11, 1977, p. 7.

> This article discusses the various reasons behind the closing of some company-sponsored day care services established in the late 1960's to early 1970's in the U.S. The day care centers became financial burdens to the companies due to rapidly rising operating costs and also, employees began to use publicly run centers where they could qualify for subsidies.

Sassen, G., et al., "Corporate Child Care", The Second Wave, Summer 1974, p.21.

A critical discussion of profit-making day care centers, based in part on data collected from in-depth interviews with workers and executives in the companies that run these centers, and from interviews with parents of children who attend or attended them. Workplace day care is examined along with some alternatives to corporate child care. Included is a brief outline of the problems encountered by KLH, Inc., in Cambridge, Mass. with their workplace day care center.

Schram, W.R., "Parents, Kids and Companies: New Rules for Business", Personnel Journal, June 1981, Vol. 60, No. 6, p. 436.

This article provides pertinent statistics regarding the number of children needing day care services in the United States. This source also discusses corporate involvement in day care, provides examples of such involvement and the varying options open to the employer regarding work-related day care.

Seguret, M.C., "Child Care Services for Working Parents", International Labour Review, Geneva, Switzerland, Nov./Dec. 1981, Vol. 120, No. 6, pp. 711-726.

This article provides an international perspective to the day care issue. It outlines the employment trends of women, their reasons for returning to the labour force, the needs of children that require day care and the author's views regarding day care. The author discusses work-related day care facilities in industrialized European cities and how several developing and underdeveloped nations are seeking to emulate those policies in their own urban centers.

Sitomer, J., "About One-Third of 44 Million School-Age Children in the U.S. Have Mothers Who Work Full-Time", The Christian Science Monitor, The Christian Science Publishing Co., Boston, Mass., April 28, 1981, p. 13.

The author outlines the risks involved when small, school-age children stay at home alone. The article gives statistics as to the number of "latch-key kids" in the U.S. and the associated social problems. The remainder of the article discusses the history of day care, the current lack of optimism about any increased federal aid, and some options for resolving the day care problem in which work-related day care and its advantages are outlined.

Sitomer, J., "Child Care: in the Boss' Best Interest?", The Christian Science Monitor, The Christian Science Publishing Co., Boston, Mass., April 30, 1981, p. 12.

The author presents the view that the private sector should respond to parent's growing needs for after-school, vacation and holiday care for their children. The potential benefits of workplace day care are discussed in this context. The remainder of the article outlines the many alternatives for company involvement in the provision of day care facilities.

Steelabour, "Round-the-Clock Childcare Centre Helps Shift Workers", United Steelworkers of America, Dec. 1980, Vol. XLV, No. 12, p.7.

This article describes the program at Forbid Them Not and New Life Children's Centre in Hamilton and how these 24-hour facilities accommodate children between infancy and the age of five. Shift workers have difficulty in finding suitable child care arrangements, and therefore the operating hours of these two centres revolve around the work schedules of parents. The success of the centres is attributed to the cooperation of everyone involved.

Strauss, M., "City Hall Day Care Half Empty", The Globe and Mail, Aug. 23, 1980, p. 5.

This article discusses the circumstances surrounding the opening of the Hester Howe Day Care Centre in Toronto's City Hall. As is often true for a short period after a day care centre's opening, there were open places at Hester Howe. The costs, renovations, and use of a roof-deck area are also discussed.

U.S. News and World Report, "Job and Family: The Walls Come Down", June 18, 1980, pp. 57-58.

This article outlines the changing nature of family and work life in American families. The growing number of two-income families has increased the importance of employer-supported child care. Also discussed are turnover rates of employees, retraining costs, variable work schedules, maternity and paternity leaves and these factors influence on the degree of employer participation in day care programs.

Verzano, L.M., LeBlanc, D. and Hennon, C., "Industry-Related Day Care: Trends and Options", Young Children, Jan. 1982.

The authors list the alternative arrangements to supervised group day care that are available to working parents, as well as describing inadequacies associated with these alternative arrangements. The article outlines the new responses to the day care problem, specifically in the United States, and discusses the future of industry-related day care.

Vyhnak, C., "City Hall Day-care Canadian Milestone", The Toronto Star, Jan. 30, 1981, p. C2.

A description of measures taken by Toronto City Hall to accommodate employees with young children leading to the establishment of the on-site Hester How Day Care Centre. Other innovations relating to day care and provisions for working parents are also discussed.

"What's Happening...In Manitoba", Canadian Nurse, Sept. 1981, Vol. 77, No. 8, p. 45.

This article describes the program and facilities of the Health Services Centre Day Nursery in Winnipeg, Manitoba. The article also discusses several parent-family programs offered through the day nursery.

"When Industry Sponsors Child Care Employees Benefit Too", World of Work Report, Oct. 1981, Vol. 6, No. 10, pp. 78-79.

This article examines the growing need for child care which is subsidized by the private sector in the context of decreasing public spending on day care in the U.S. It looks at the benefits for employers and employees, and some of the problems involved. It also outlines other options available to employers and labour unions, such as a voucher system, a consortium approach, and an information and referral system.

World of Work Report, "A.T. & T.: Two Experimental Daycare Centres that closed," Feb. 1977, Vol. 2, No. 2, p.16.

From 1971 to 1974, the American Telephone and Telegraph Company, which was the largest employer of women in the U.S. at that time, operated day care centres at two of its locations. The article discusses research findings on the ongoing day care project and suggests that other approaches to the day care situation be considered.

Women's Occuational Health Resource Centre (WOHRC), "First Statewide Day Care Program Started", in WOHRC News, Jan./Feb. 1981, Vol. 4, No. 1, pp. 1,4.

This article discusses the cooperative efforts of the State of New York and its employee unions in the establishment of 23 on-site day care centres in state facilities. The program is to be jointly funded, planned and administered by boards whose members are to include representatives from the State, unions, parents and day care people.

Zippo, M., "Employer-Sponsored Child Care Comes of Age", Personnel: The Management of People at Work, American Management Association, New York, Nov./Dec. 1980, Vol. 57, No. 1, pp. 45-48.

In this article, statistics are provided indicating the number of women returning to or entering the labour force. The results of a questionnaire distributed to many civilian and military day care centres are analysed. Other issues discussed are related to who participates in day care programs, who provides funding, how parent fees are determined, as well as what the benefits are to both the employer and employee regarding work-related day care.

Zweig, P.L., "When Day Care Works", The New York Times, Sept. 11, 1977, p. 1,9.

This article discusses the success of the Stride Rite Children's Center in Boston. Certain aspects of the Children's Center program outlined include company involvement through financial and material contribution, parent participation, beneficial effects on employees' turnover and absenteeism, and the company philosophy toward work-related day care.